

From: Marie Mattox <marie@mattoxlaw.com>
Sent: Sunday, October 20, 2019 7:39 PM
To: Jackson, Cassandra <Cassandra.Jackson@talgov.com>
Cc: 'jr@johnreidlaw.com' <jr@johnreidlaw.com>
Subject: RE: Julie Meadows Keefe

*****EXTERNAL EMAIL*****

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Resent correcting Tiger Bar to Tiger Bay.

Cassandra- as you know, my firm represents Julie Meadows Keefe. We discussed a demand last week and I have included that below.

First, John Dailey has shamed, berated, humiliated and embarrassed Ms. Keefe. That bell cannot be rung. Her reputation has been destroyed publicly and without a public and written apology from Mr. Dailey, the issues between Ms. Keefe and the City cannot be effectively and privately resolved. He needs to apologize for the personal attacks on Ms. Keefe and the Board Chair needs to state publicly that the personal attacks will not be allowed. The Board Chair needs to publicly acknowledge everything she has accomplished over the past five years and all of the hard work she has done for the Board.

Second, the Board Chair needs to also state at the next televised meeting that he should have asked Ms. Keefe privately to repay the City for Tiger Bay acknowledging that he knows that she would have done so promptly. He further needs to publicly state that Ms. Keefe has been transparent with him the entire time he has been Chair about both her personal and business life on matters that could impact the Board and that he was wrong to allow any other impression.

Third, Ms. Keefe needs to have the ability to finish her job and will agree to resign after the December 2019 meeting.

Fourth, during the time that Ms. Keefe remains with the Board, there can be no retaliation against her and both the Board Chair and the Mayor must govern themselves accordingly.

Fifth, a positive letter of recommendation must be given to Ms. Keefe to assist in locating alternative employment. I'll gladly draft the letter for your review.

Sixth, payment of Ms. Keefe's family health insurance for one year or until she secures alternative coverage.

Seventh, payment of \$450,000 to compensate Ms. Keefe for the damage caused to her as described above, in part.

Eighth, the immediate one-time payment of \$1,200.00 to cover the Tiger Bay expense direct deposited in Ms. Keefe's account by Nov. 10, 2019.

Ninth, an item needs to be placed on the Board agenda regarding the propriety of City officials lobbying Board members to terminate, hire or otherwise impact the City Ethics officer's employment. How can this issue not be considered paramount in light of the abuse to Ms. Keefe in a concerted effort to force her resignation or termination.

Cassandra- the Mayor has misused his position in multiples of ways the most glaring of which is overstepping his boundaries in trying to get Ms. Keefe fired. He has pushed publicly and privately for her termination in a malicious and calculated way. This is wrong, however you cut it. This may actually be a separate ethics issue that should be reported to the State Ethics Commission, in and of itself.

I welcome the opportunity to discuss the above and can be reached tomorrow on my cell. [REDACTED] Please be advised that this demand will remain open until Friday, October 25, 2019 and will thereafter be withdrawn without further notice.

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